

**A RESOLUTION APPROVING THE RESTRUCTURING OF
COMPENSATION OF NON-UNION EMPLOYEES OF THE CITY
OF FORT WAYNE AND THE CITY OF FORT WAYNE
UTILITIES.**

WHEREAS, previously, the total compensation of non-union employees of the City of Fort Wayne and the City of Fort Wayne Utilities has been limited to the compensation proposed by the annual salary ordinance adopted by the Common Council; and

WHEREAS, it is in the best interests of the City and its Utilities to adopt a compensation package that includes a "bonus" program for superior performance; and

WHEREAS, the current labor grade system should be replaced by a "grid" system that represents the actual market range for the positions in question; and

**NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE
CITY OF FORT WAYNE, INDIANA:**

SECTION 1. The Human Resources Department of the City of Fort Wayne is directed to develop a "grid" system for the base salaries of non-union employees of the City of Fort Wayne and its Utilities to replace the present labor grade system.

SECTION 2. The new "grid" system should recognize the commonality of jobs and should contain specific steps to which an employee could move either through years of performance, superior performance, or other standards established by a Department Head with the approval of the Mayor.

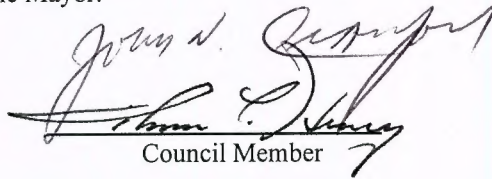
SECTION 3. In addition to the compensation package approved in the annual salary ordinance, a Department Head may, with the approval of the Mayor, pay to a non-union employee an annual

bonus provided the performance bonus is treated as a one-time payment and is not added to the employee's base compensation for the determination of future compensation benefits.

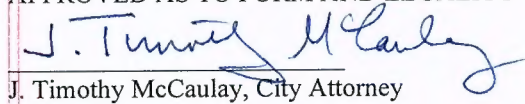
SECTION 4. The total amount set aside for compensation shall be announced at the time of the adoption of the annual budget of the City and its utilities.

SECTION 5. No Department Head may use monies budgeted for base salaries for bonus payment even if such monies become available through any employee vacancy resulting from any circumstances including, but not limited to, reduction in force, retirement, resignation, disciplinary suspension or termination, or any reduction in the budgeted compensation for a particular position.

SECTION 6. This Resolution shall be in full force and effect from and after its passage and any and all necessary approval by the Mayor.


Council Member

APPROVED AS TO FORM AND LEGALITY


J. Timothy McCaulay, City Attorney

Read the first time in full and on motion by Crawford & Henry
and duly adopted, read the second time by title and referred to the
Committee on Finance (and the City Plan Commission
for recommendation) and Public Hearing to be held after due legal notice, at
the Common Council Council Conference Room 128, City-County Building, Fort
Wayne,, Indiana, on 9-3-96, the 3 day of
September, 1996, at 9:30 o'clock
M., E.S.T.

DATED: 9-3-96

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Crawford
and duly adopted, placed on its passage. PASSED LOST
by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>8</u>			<u>1</u>
BENDER	<u>✓</u>			
CRAWFORD	<u>✓</u>			
EDMONDS				<u>✓</u>
HALL	<u>✓</u>			
HAYHURST	<u>✓</u>			
HENRY	<u>✓</u>			
LUNSEY	<u>✓</u>			
RAVINE	<u>✓</u>			
SCHMIDT	<u>✓</u>			

DATED: 9-10-96

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,
Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)

(SPECIAL) (ZONING) ORDINANCE RESOLUTION NO. 9-52-96

on the 10th day of September, 1996

ATTEST:

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

(SEAL)

DD Schmidt
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on
the 11th day of September, 1996,
at the hour of 11:30 o'clock P. M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 11th day of September,
1996, at the hour of 4:30 o'clock P. M., E.S.T.

PAUL HELMKE
PAUL HELMKE, MAYOR

Memo

To: MEMBERS OF COMMON COUNCIL

From: PAYNE D. BROWN, DIRECTOR/ PUBLIC SAFETY/HUMAN
RESOURCES

Date: September 3, 1996

Re: COMPENSATION RESTRUCTURING

As you know, the City Human Resources Department has been working on a plan to restructure non-union employee compensation. We believe that the current labor grade system has become outdated. An analysis of labor grades and salaries depicted very little correlation between the two. There is no correlation between the labor grade and the job function being performed. That is to say that current labor grades don't necessarily reflect the value of a job to the organization. Therefore, it was concluded an alternative to the current system should be developed.

Attached is a salary grid program proposed to replace the current labor grade system. You will note that in the place of twenty labor grades we now have ten salary bands. The salary bands refer to categories of employees. The bands were developed by reviewing all the non-union job descriptions. Each job within a particular band shares some commonality with all of the jobs within the band, (i.e. planners.)

Each band has twelve salary steps. They also contain one to three levels. Each step represents a 2% increase. It is our belief that the salaries associated with each of the bands represent the actual market range for these positions.

The plan we are proposing will require two years to implement. A year transition period will be necessary to acquaint employees with a pay for performance concept. Division Heads, Department Heads and Managers will be responsible for developing appropriate measuring criteria for each of their respective employees. An evaluation method is currently being developed so that this process can be standardized. Future increases will then be based on the employee's ability to satisfy agreed to objectives.

The first step in the program will be to convert employees' current salaries to a salary that is represented on the grid. Human Resources, as previously stated, placed each of the non-union jobs in one of the ten bands. They then adjusted each of the individual salaries upward to the nearest salary represented on the grid within the band. Placing each of the non-union employees on the grid represents a 1% total increase in the total 4100 series budget line. With such a wide range in salaries, this obviously means that some employees will receive greater than 1% - some less than 1%. This is a radical change in philosophy. No longer will all employees receive automatic across the board increases.

Once the salaries have been adjusted to the grid, the grid will be inflated by 2%. This will allow all employees to receive a minimum of 2% during the transition period. Therefore, an employee's 1997 increase would be some percentage increase between 2% and 4%. The overall effect to the 4100 budget line will be 3%.

The employee's 1998 salary will be based on performance criteria as developed during the year 1997. Managers will be given the option of increasing an individual's base pay by moving the employee to their next step. This option should be reserved for extremely high performers. They also may reward high performers by providing them with a bonus. A bonus rewards the individual employee for their performance but does not increase the base. Managers may use either option, or in the case of extremely high performers, both. The size of the bonus shall be determined by the Controller. The Controller shall set the bonus pool percentage prior to February of the same year to be awarded.

DIGEST SHEET

TITLE OF ORDINANCE RESOLUTION

DEPARTMENT REQUESTING ORDINANCE HUMAN RESOURCES

SYNOPSIS OF ORDINANCE Development of Compensation "grid" system for non-union employees of the City of Fort Wayne and the City of Fort Wayne Utilities is approved.

EFFECT OF PASSAGE Compensation "grid" system may be developed.

EFFECT OF NON-PASSAGE Compensation "grid" system will not be developed.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS)

ASSIGNED TO COMMITTEE (PRESIDENT))

JOB TITLE	MIN. 1	2	3	4	5	MID. 6	7	8	9	10	11	MAX. 12
Clerical/Ex Secretary Level One	2.0% 19,000	19,380	19,768	20,163	20,566	20,978	21,397	21,825	22,262	22,707	23,161	23,624
		380	388	395	403	411	420	428	437	445	454	463
Level Two	24,097	24,579	25,070	25,571	26,083	26,605	27,137	27,679	28,233	28,798	29,374	29,961
	472	482	492	501	511	522	532	543	554	565	576	587
Accountant/Bookkeeper Level One	2.0% 24,000	24,480	24,970	25,469	25,978	26,498	27,028	27,568	28,120	28,682	29,256	29,841
		480	490	499	509	520	530	541	551	562	574	585
Level Two	30,438	31,047	31,667	32,301	32,947	33,606	34,278	34,963	35,663	36,376	37,104	37,846
	597	609	621	633	646	659	672	686	699	713	728	742
Specialist Level One	2.0% 23,000	23,460	23,929	24,408	24,896	25,394	25,902	26,420	26,948	27,487	28,037	28,598
		460	469	479	488	498	508	518	528	539	550	561
Level Two	29,170	29,753	30,348	30,955	31,574	32,206	32,850	33,507	34,177	34,860	35,558	36,269
	572	583	595	607	619	631	644	657	670	684	697	711
Administrative Assistants Level One	2.0% 24,000	24,480	24,970	25,469	25,978	26,498	27,028	27,568	28,120	28,682	29,256	29,841
		480	490	499	509	520	530	541	551	562	574	585
Level Two	30,438	31,047	31,667	32,301	32,947	33,606	34,278	34,963	35,663	36,376	37,104	37,846
	597	609	621	633	646	659	672	686	699	713	728	742
Planners Level One	2.0% 30,000	30,600	31,212	31,836	32,473	33,122	33,785	34,461	35,150	35,853	36,570	37,301
		600	612	624	637	649	662	676	689	703	717	731
Level Two	38,047	38,808	39,584	40,376	41,184	42,007	42,847	43,704	44,578	45,470	46,379	47,307
	746	761	776	792	808	824	840	857	874	892	909	928

JOB TITLE	MIN. 1	2	3	4	5	MID. 6	7	8	9	10	11	MAX. 12
Administrators												
Level One	2.0% 29,000	29,580 580	30,172 592	30,775 603	31,391 616	32,018 628	32,659 640	33,312 653	33,978 666	34,658 680	35,351 693	36,058 707
Level Two	36,779 721	37,515 736	38,265 750	39,030 765	39,811 781	40,607 796	41,419 812	42,248 828	43,092 845	43,954 862	44,833 879	45,730 897
Technicians												
Level One	2.0% 23,500	23,970 470	24,449 479	24,938 489	25,437 499	25,946 509	26,465 519	26,994 529	27,534 540	28,085 551	28,646 562	29,219 573
Level Two	29,804 584	30,400 596	31,008 608	31,628 620	32,260 633	32,906 645	33,564 658	34,235 671	34,920 685	35,618 698	36,331 712	37,057 727
Supervisors												
Level One	2.0% 22,000	22,440 440	22,889 449	23,347 458	23,814 467	24,290 476	24,776 486	25,271 496	25,777 505	26,292 516	26,818 526	27,354 536
Level Two	27,901 547	28,459 558	29,029 569	29,609 581	30,201 592	30,805 604	31,421 616	32,050 628	32,691 641	33,345 654	34,012 667	34,692 680
Level Three	35,386 694	36,093 708	36,815 722	37,552 736	38,303 751	39,069 766	39,850 781	40,647 797	41,460 813	42,289 829	43,135 846	43,998 863
Directors/Professionals												
Level One	2.0% 35,000	35,700 700	36,414 714	37,142 728	37,885 743	38,643 758	39,416 773	40,204 788	41,008 804	41,828 820	42,665 837	43,518 853
Level Two	44,388 870	45,276 888	46,182 906	47,105 924	48,047 942	49,008 961	49,989 980	50,988 1,000	52,008 1,020	53,048 1,040	54,109 1,061	55,191 1,082
Executives												
Level One	2.0% 63,000	64,260 1,260	65,545 1,285	66,856 1,311	68,193 1,337	69,557 1,364	70,948 1,391	72,367 1,419	73,815 1,447	75,291 1,476	76,797 1,506	78,333 1,536

<i>LB GR</i>			<i>JOB TITLE</i>	<i>ANN SAL</i>	<i>2% SAL</i>	<i>DIFF</i>	<i>% INC</i>
12	2	10	Employment Specialist	34,691	34,860	169	0.5%
12	2	10	Employment Specialist	34,691	34,860	169	0.5%
15	2	9	Agronomist	33,800	34,177	377	1.1%
10	2	8	Compliance Officer	33,428	33,507	79	0.2%
14	2	7	Executive Assistant	32,383	32,850	467	1.4%
11	2	7	Property Manager	32,383	32,850	467	1.4%
12	2	6	Citizen Contact Officer	31,657	32,206	549	1.7%
13	2	6	Chemist	31,628	32,206	578	1.8%
12	2	5	Chief Investigator	31,527	31,574	47	0.1%
11	2	5	Humane Education	31,510	31,574	64	0.2%
12	2	4	Public Information Off	30,561	30,955	394	1.3%
11	2	4	Safety Investigator	30,353	30,955	602	2.0%
10	2	3	Historic Preservation Asst	29,786	30,348	562	1.9%
11	2	1	Civilian Coord Crime	28,840	29,170	330	1.1%
11	1	12	Drug House Coord	28,128	28,598	470	1.7%
11	1	12	Safety Investigator (Minus Car 1,224)	28,065	28,598	533	1.9%
9	1	11	Investigator I	28,037	28,037	0	0.0%
11	1	10	Senior Victim's Adv	27,158	27,487	329	1.2%
9	1	7	Property/Evidence Spc	25,453	25,902	449	1.8%
10	1	6	Investigator III	25,152	25,394	242	1.0%
10	1	6	Investigator III	25,152	25,394	242	1.0%
8	1	3	Victim's Advocate	23,465	23,929	464	2.0%
			29	915,056	917,194	8,919	
			Administrative Assistant				
12	2	12	Administrative Ass't	37,206	37,846	640	1.7%
13	2	11	Admin Asst/Data Control	36,553	37,104	551	1.5%
12	2	6	Administrative Ass't	33,044	33,606	562	1.7%
12	2	4	Administrative Ass't	31,754	32,301	547	1.7%
13	2	3	Admin Asst/Clerical	31,654	31,667	13	0.0%
11	2	3	Admin Asst/Clerical	31,654	31,667	13	0.0%
11	2	3	Administrative Ass't	31,654	31,667	13	0.0%
11	2	2	Administrative Ass't	30,872	31,047	175	0.6%
10	2	1	Administrative Ass't	30,034	30,438	404	1.3%
11	1	12	Administrative Ass't	29,418	29,841	423	1.4%
11	1	11	Legal Res/Admin Ass't	28,903	29,256	353	1.2%
11	1	11	Administrative Ass't	28,903	29,256	353	1.2%
12	1	9	Administrative Ass't	28,112	28,120	8	0.0%
9	1	9	Administrative Ass't	28,065	28,120	55	0.2%
9	1	8	Administrative Ass't	27,378	27,568	190	0.7%
11	1	7	Administrative Ass't	27,000	27,028	28	0.1%
11	1	7	Administrative Ass't	27,000	27,028	28	0.1%
9	1	7	Administrative Ass't	26,966	27,028	62	0.2%
9	1	7	Administrative Ass't	26,816	27,028	212	0.8%
9	1	7	Administrative Ass't	26,502	27,028	526	2.0%
9	1	2	Administrative Ass't	24,119	24,480	361	1.5%
			21	623,607	629,124	5,517	
			Planners				
13	1	12	Planner II/Info Data	36,783	37,301	518	1.4%
13	1	12	Long Range Planner II	36,783	37,301	518	1.4%
13	1	12	LUM Planner II	36,783	37,301	518	1.4%
13	1	12	LUM Planner II	36,782	37,301	519	1.4%
13	1	12	Land Use Mge Planner	36,772	37,301	529	1.4%
12	1	7	Planner I/Long Range	33,310	33,785	475	1.4%

LB GR			JOB TITLE	ANN SAL	2% SAL	DIFF	% INC
12	1	3	Planner I/Long Range	30,703	31,212	509	1.7%
12	1	3	Planner I/Long Range	30,703	31,212	509	1.7%
12	1	3	Planner I/Lum	30,703	31,212	509	1.7%
12	1	2	Planner I/Long Range	30,468	30,600	132	0.4%
12	1	2	Planner I/Long Range	30,468	30,600	132	0.4%
			11	1,098,268	1,109,814	11,546	
			Administrator				
15	2	11	Senior Finance Spec	44,150	44,833	683	1.5%
16	2	5	Comm Dev Project Adm	39,292	39,811	519	1.3%
15	2	4	Finance Manager	38,922	39,030	108	0.3%
13	2	1	Finance Specialist	36,772	36,779	7	0.0%
13			Coordinator				
11	1	7	Benefits Administrator	32,383	32,659	276	0.9%
11	1	2	Office Manager	29,115	29,580	465	1.6%
11	1	2	Director of Pal	29,062	29,580	518	1.8%
13			Coordinator				
			9	249,696	252,272	2,576	
			Technicians				
14	top		Systems Manager	41,446	37,057		
15	2	12	GIS Analyst	36,783	37,057	274	0.7%
14	2	12	GIS Planner	36,783	37,057	274	0.7%
12	2	11	Electronic Technician	35,917	36,331	414	1.2%
12	2	11	Electronic Technician	35,917	36,331	414	1.2%
12	2	11	Electronic Technician	35,917	36,331	414	1.2%
12	2	11	Electronic Technician	35,917	36,331	414	1.2%
12	2	9	Senior An.Chemist	34,520	34,920	400	1.2%
12	2	8	Electronic Technician	34,193	34,235	42	0.1%
10	2	5	Senior Crime Analyst	31,637	32,260	623	2.0%
12	2	4	Systems Manager	31,440	31,628	188	0.6%
9	1	9	Records Bureau Tech	27,150	27,534	384	1.4%
9	1	9	Records Bureau Tech	27,150	27,534	384	1.4%
9	1	9	Records Bureau Tech	27,150	27,534	384	1.4%
9	1	9	Records Bureau Tech	27,150	27,534	384	1.4%
9	1	9	Records Bureau Tech	27,150	27,534	384	1.4%
9	1	9	Records Bureau Tech	27,150	27,534	384	1.4%
9	1	9	Records Bureau Tech	27,150	27,534	384	1.4%
9	1	9	Records Bureau Tech	27,150	27,534	384	1.4%
9	1	9	Technician	27,150	27,534	384	1.4%
8	1	2	Crime Analyst	23,711	23,970	259	1.1%
			21	658,531	661,314	7,172	
			Supervisors				
16	top		Assistant Chief	48,647	43,998		
15	top		Asst Dir Traffic Engr	46,678	43,998		
16	top		Mgr WPC Engr/San	45,033	43,998		
15	top		Assistant Chief	44,862	43,998		
15	top		Assistant Chief	44,862	43,998		
15	top		Assistant Chief	44,862	43,998		
15	top		Assistant Chief	44,862	43,998		
15	top		Assistant Chief	44,862	43,998		
16	top		Manager of GIS/MIS	44,468	43,998		
16	top		Assist Superintendent	44,151	43,998		
15	top		Senior Bus Develop	44,150	43,998		
16	3	11	Assist Chief Engineer	42,889	43,135	246	0.6%

<i>LB GR</i>			<i>JOB TITLE</i>	<i>ANN SAL</i>	<i>2% SAL</i>	<i>DIFF</i>	<i>% INC</i>
16	3	11	Manager of Stormwater	42,889	43,135	246	0.6%
15	3	11	Manager B	42,567	43,135	568	1.3%
15	3	11	Manager B	42,567	43,135	568	1.3%
15	3	11	Manager B	42,567	43,135	568	1.3%
14	3	10	Manager C	41,980	42,289	309	0.7%
15	3	9	Billing System Manager	41,446	41,460	14	0.0%
15	3	9	Manager B	41,240	41,460	220	0.5%
16	3	9	Assist Superintendent	40,986	41,460	474	1.2%
15	3	9	Supervisor of Water	40,986	41,460	474	1.2%
13	3	8	Captain	40,548	40,647	99	0.2%
13	3	8	Captain	40,548	40,647	99	0.2%
13	3	8	Captain	40,548	40,647	99	0.2%
13	3	8	Captain	40,548	40,647	99	0.2%
13	3	8	Captain	40,548	40,647	99	0.2%
13	3	8	Captain	40,548	40,647	99	0.2%
13	3	8	Captain	40,548	40,647	99	0.2%
13	3	8	Asst Street Comm	40,279	40,647	368	0.9%
15	3	8	Prog Manager CSO	40,000	40,647	647	1.6%
13	3	7	Supervisor A	39,842	39,850	8	0.0%
15	3	7	Manager B	39,827	39,850	23	0.1%
14	3	7	Supt Street Light	39,739	39,850	111	0.3%
15	3	7	Accounting Supervisor	39,735	39,850	115	0.3%
15	3	7	Assist Supervisor	39,426	39,850	424	1.1%
15	3	7	Assist Super/Stor	39,426	39,850	424	1.1%
15	3	7	Assist Super/Maint	39,426	39,850	424	1.1%
13	3	7	Supervisor	39,234	39,850	616	1.6%
15	3	6	Accounting Supervisor	38,922	39,069	147	0.4%
13	3	6	Supervisor A	38,779	39,069	290	0.7%
13	3	6	Supervisor A	38,700	39,069	369	1.0%
13	3	6	Supervisor A	38,700	39,069	369	1.0%
13	3	6	Signal Foreman	38,590	39,069	479	1.2%
13	3	6	Supervisor A	38,557	39,069	512	1.3%
12	3	6	Manager D	38,491	39,069	578	1.5%
13	3	6	Supervisor A	38,413	39,069	656	1.7%
13	3	6	Supervisor A	38,399	39,069	670	1.7%
15	3	5	Assist Superintendent	38,278	38,303	25	0.1%
15	3	5	Supervisor of Operation	37,969	38,303	334	0.9%
15	3	5	Supervisor of Maint	37,969	38,303	334	0.9%
15	3	5	Manager B	37,924	38,303	379	1.0%
14	3	4	Enforcement Manager	37,521	37,552	31	0.1%
13	3	4	Supervisor A	37,303	37,552	249	0.7%
13	3	4	Asst Dir of Operations	36,930	37,552	622	1.7%
13	3	4	Supervisor of Dispatch	36,930	37,552	622	1.7%
13	3	4	Supervisor of Dispatch	36,930	37,552	622	1.7%
13	3	4	Supervisor of Dispatch	36,930	37,552	622	1.7%
14	3	3	Construction Manager	36,783	36,815	32	0.1%
13	3	3	Supervisor	36,553	36,815	262	0.7%
13	3	3	Supervisor	36,553	36,815	262	0.7%
13	3	3	Supervisor of Payroll	36,406	36,815	409	1.1%
13	3	3	Solid Waste (Minus Car 1,224)	36,347	36,815	468	1.3%
13	3	3	Sign & Marketing	36,209	36,815	606	1.7%
11	3	2	Golf Green	35,985	36,093	108	0.3%
12	3	2	Supervisor B	35,818	36,093	275	0.8%

LB GR		JOB TITLE	ANN SAL	2% SAL	DIFF	% INC
12	3	2 Assist Service Supr	35,410	36,093	683	1.9%
12	3	2 General Foreman	35,410	36,093	683	1.9%
12	3	2 General Foreman	35,410	36,093	683	1.9%
13	3	1 Asst Dir Purchasing	35,381	35,386	5	0.0%
11	3	1 Golf Green	34,829	35,386	557	1.6%
11	3	1 Supervisor C	34,829	35,386	557	1.6%
11	2	12 Golf Green	34,558	34,692	134	0.4%
12	2	12 Manager D	34,534	34,692	158	0.5%
14	2	12 Enforcement Manager	34,500	34,692	192	0.6%
11	2	12 Animal Control Supr	34,425	34,692	267	0.8%
11	2	12 Office Manager	34,425	34,692	267	0.8%
11	2	12 Animal Care Supr	34,425	34,692	267	0.8%
11	2	12 Supervisor C	34,044	34,692	648	1.9%
11	2	12 Supervisor C	34,021	34,692	671	2.0%
12	2	11 Garage Supervisor	33,897	34,012	115	0.3%
12	2	11 Garage Supervisor	33,897	34,012	115	0.3%
12	2	11 Garage Supervisor	33,897	34,012	115	0.3%
12	2	11 Supervisor B	33,401	34,012	611	1.8%
13	2	10 Supervisor A	32,805	33,345	540	1.6%
12	2	10 Chief Deputy	32,783	33,345	562	1.7%
12	2	10 General Foreman	32,774	33,345	571	1.7%
12	2	10 General Foreman	32,774	33,345	571	1.7%
12	2	10 General Foreman	32,774	33,345	571	1.7%
12	2	10 General Foreman	32,774	33,345	571	1.7%
12	2	10 General Foreman	32,774	33,345	571	1.7%
12	2	10 General Foreman	32,774	33,345	571	1.7%
12	2	10 General Foreman	32,774	33,345	571	1.7%
12	2	10 General Foreman	32,774	33,345	571	1.7%
11	2	9 Supervisor C	32,586	32,691	105	0.3%
11	2	9 Assist Supervisor	32,414	32,691	277	0.9%
13	2	7 Case System Manager	31,304	31,421	117	0.4%
10	2	5 Supervisor	29,671	30,201	530	1.8%
11	2	4 Supervisor C	29,523	29,609	86	0.3%
11	2	3 Supr of Property Rm	28,605	29,029	424	1.5%
11	2	3 Records Bureau	28,389	28,459	70	0.2%
11	2	3 Records Bureau	28,389	28,459	70	0.2%
11	2	3 Records Bureau	28,389	28,459	70	0.2%
11	1	12 Supervisor C	27,208	27,354	146	0.5%
9	1	12 Office Manager	26,988	27,354	366	1.4%
8	1	2 Supervisor D	22,192	22,440	248	1.1%
8	1	2 Supervisor D	22,192	22,440	248	1.1%
107			3,960,910	3,981,049	33,598	
Directors/Professionals						
18	top	City Engineer	59,768	55,191		
18	top	Dir Economic Dev	57,989	55,191		
18	top	Director of Planning	57,988	55,191		
18	top	Dir of Redevelopment (Minus Car 1,224)	56,765	55,191		
17	2	11 Superintendent	53,974	54,109	135	0.3%
17	2	11 Chief of Police	53,519	54,109	590	1.1%
17	2	11 Fire Chief	53,519	54,109	590	1.1%
17	2	10 Superintendent	52,244	53,048	804	1.5%
18	2	9 Deputy Controller	51,896	52,008	112	0.2%

LB GR			JOB TITLE	ANN SAL	2% SAL	DIFF	% INC
18	2	9	Deputy Controller	51,896	52,008	112	0.2%
18	2	9	Dir Transportation	51,678	52,008	330	0.6%
18	2	9	Dir Transportation	51,678	52,008	330	0.6%
17	2	9	Chief Communications	51,557	52,008	451	0.9%
16	2	9	Traffic Engr/Street Light	51,489	52,008	519	1.0%
17	2	8	Associate Director A	50,609	50,988	379	0.7%
17	2	8	Superintendent	50,609	50,988	379	0.7%
17	2	8	Supt of Leisure Ser	50,508	50,988	480	1.0%
17	2	6	Superintendent	48,615	49,008	393	0.8%
16	2	6	Purchasing Services	48,575	49,008	433	0.9%
17	2	5	Dir Internal Audit	47,711	48,047	336	0.7%
16	2	5	Assoc Dir City Utilities	47,592	48,047	455	1.0%
17	2	5	NCE Admin	47,127	48,047	920	2.0%
17	2	4	Hands Administrator (Minus Car 1,224)	46,572	47,105	533	1.1%
16	2	3	Street Engineer	45,551	46,182	631	1.4%
16	2	3	Associate Director B	45,484	46,182	698	1.5%
15	2	2	Deputy Chief	44,863	45,276	413	0.9%
15	2	2	Dir of Operations	44,863	45,276	413	0.9%
15	2	2	Deputy Chief	44,863	45,276	413	0.9%
15	2	2	Deputy Chief	44,863	45,276	413	0.9%
15	2	2	Deputy Chief	44,863	45,276	413	0.9%
17	2	1	Supt of WPC Plant	43,923	44,388	465	1.1%
16	2	1	Assoc Dir Bd of Wks	43,832	44,388	556	1.3%
16	2	1	Director	43,592	44,388	796	1.8%
15	1	12	Dir of Animal Control	42,899	43,518	619	1.4%
16	1	11	Assoc Dir Human Res	41,890	42,665	775	1.9%
17	1	10	Executive Director	41,517	41,828	311	0.7%
17	1	10	Superintendent	41,419	41,828	409	1.0%
17	1	10	Superintendent	41,419	41,828	409	1.0%
13	1	9	Superintendent	40,282	41,008	726	1.8%
14	1	8	Supt of Street Light	39,739	40,204	465	1.2%
14	1	4	Dir Neighbor-Citizen (Minus Car 1,224)	36,929	37,142	213	0.6%
14	1	4	Dir Victim's Assistance	36,438	37,142	704	1.9%
14	1	3	Risk Manager	35,775	36,414	639	1.8%
14	1	2	Fiscal Manager	35,290	35,700	410	1.2%
14	1	2	Public Information Dir	35,003	35,700	697	2.0%
46			Director (Drug)				
			46	259,456	263,310	3,854	
			Executives				
20	1	7	Chief of Staff (Minus Car 1,224)	70,246	70,948	702	1.0%
19	1	5	Director Public Works (Minus Car 1,224)	66,902	68,193	1,291	1.9%
19	1	5	Director Utilities (Minus Car 1,224)	66,902	68,193	1,291	1.9%
19	1	5	Dir-Finance/Admin	66,902	68,193	1,291	1.9%
19	1	5	Dir-Public Safety/HR	66,902	68,193	1,291	1.9%
19	1	5	Director CED (Minus Car 1,224)	66,881	68,193	1,312	2.0%
19	1	3	Dir-Parks & Recreation	64,407	65,545	1,138	1.8%
19	1	1	Strategic Planner	63,000	63,000	0	0.0%
			8	532,142	540,458	8,316	
			293				
			GRAND TOTAL	9,354,309	9,412,156	91,513	1.0%

BILL NO. R-96-09-04

REPORT OF THE COMMITTEE ON
FINANCE
THOMAS C. HENRY - JOHN N. CRAWFORD - CO-CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) XXXXXXXXXXXX approving the restructuring
of compensation of non-union employees of the City of Fort Wayne and the
City of Fort Wayne Utilities

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) (~~RESOLUTION~~)

<u>DO PASS</u>	<u>DO NOT PASS</u>	<u>ABSTAIN</u>	<u>NO REC</u>
<u>John N. Crawford</u>	_____	_____	_____
<u>Thomas C. Henry</u>	_____	_____	_____
<u>James A. Thompson</u>	_____	_____	_____
<u>Colleen Davis</u>	_____	_____	_____
<u>Debbie Hall</u>	_____	_____	_____
<u>Christie Lundy</u>	_____	_____	_____
<u>Thomas C. Henry</u>	_____	_____	_____
<u>John N. Crawford</u>	_____	_____	_____
<u>Clatus R. Edmonds</u>	_____	_____	_____

DATED: 9-10-96

Sandra E. Kennedy
City Clerk